

7. Annex: Table 1 NABWT Capacity Building Plan and Accomplishments (Cumulative Summary for Year 2 Training Activities)

§	Activities	Expected results	Planned Date(s)	Actual Date	Comment
Objective 1. Strengthening of organizational management and core operating competencies, especially fundraising and communications					
1	Innovation training on “Consensus Workshop” by Participatory Technology of Institute of Cultural Affairs	<ul style="list-style-type: none"> Improved Human Resource management enabling efficient management of a larger and more geographically team, working in a location that is geographically distant from the Head Office. Improved decision making process of the project team. 	June 2015	November 6-7, 2015	<p>The organization Ehyo-Farhang va Taraqqiyot conducted a two day training on Facilitation Skills for the project staff as part of a project staff retreat in the Sughd Oblast..</p> <p>Themes covered included presentation skills, management facilitation, group facilitation and mobilization of beneficiaries.</p> <p>All these contributed to better project execution across all the departments of the project, and improved staff teamwork.</p>
Objective 2. Development of participatory feedback mechanisms, building on existing or developing new methods, ensuring tools to evaluate impact and improving monitoring and evaluation capacity					
2	Training on “Community mobilization”	<ul style="list-style-type: none"> Improved technical skills of community mobilization, monitoring and evaluating practices 	May 2015	January 30, 2016	<p>The project staff received training on Community mobilization by Mr. Akhmedov, from the IMON training center in Khujand.</p> <p>The training occurred at the Guliston Hotel in Dushanbe.</p>

3	Training on “Motivating participation”	<ul style="list-style-type: none"> Improved skills on motivating participation of the project team Systematical integration of lessons learned from the projects into the NABWT strategic plans 	August 2015		
	Training on Monitoring and Evaluation	<ul style="list-style-type: none"> Improved Monitoring and Evaluation Capacity for all staff 		April 1, 2016	A one day training conducted by Kahramon Bakozoda in Varzob, at the Sarob Resort.
Objective 3. Strengthening policy advocacy, both with NABWT staff and its members					
4	Training on “Lobby and advocacy”	<ul style="list-style-type: none"> Improved external relationship management Developed strategies for sharing experiences and learning mechanisms Improved engagement of the organization with policymakers 	July 2015	May 23, 2016	A one day training in Qurgonteppa, Hotel Ramz, providing all staff better capacity for lobbying and advocacy, a key objective in the project.
Objective 4. Improvement of the organizational capacity of NABWT					
5	Improvement of NABWT policies and procedures on the specific areas	<ul style="list-style-type: none"> Strengthened overall internal control 	Dec 2015- Mar 2016		This was accomplished Y2Q2
6	General auditing	<ul style="list-style-type: none"> Improved the organization’s financial and administrative policy 	August-Sept 2015		Contracting for the Audit was in process during Y2Q3

